



2023

DIVERSITY, INCLUSION AND BELONGING ANNUAL REPORT

Serving our Clients, Teammates and the Communities we call home.



From

AWARENESS TO ACTION

“Our commitment to diversity and inclusion is stronger than ever. We’ve known that it is the RIGHT thing to do, but increasingly we see that it is the BEST thing to do for the health and growth of our company. Our work to be more inclusive across the enterprise is giving us a larger and richer connection to the absolute best and brightest individuals. It also increases our abilities to bring the most thoughtful and innovative solutions to clients as we serve our communities across the country and around the world.”



Greg Schementi
President

CRESA DIBS MISSION

Together we strive to encourage, support and celebrate the diverse voices of our employees. The threads of our individual experiences are woven together to create a culture of inclusivity and innovation — one that strengthens our relationship with partners, clients and the communities we serve. Our intent is to make Cresa a place where leaders are cultivated, and every person — from every walk of life — feels empowered to thrive.

DIBS PILLARS

- Increase Representation
- Advance Understanding About What Is Diversity
- Transparency and Visibility of What We Are Doing
- Create Ownership in Building an Inclusive Company



As the world’s leading occupier-focused commercial real estate firm, we understand our collective impact and recognize our responsibility to create a more diverse, equitable and inclusive workplace.

Creating an environment where employees can thrive is critical not only to the success of our own organization, but also to the success of our clients. More importantly, it is the right thing to do.

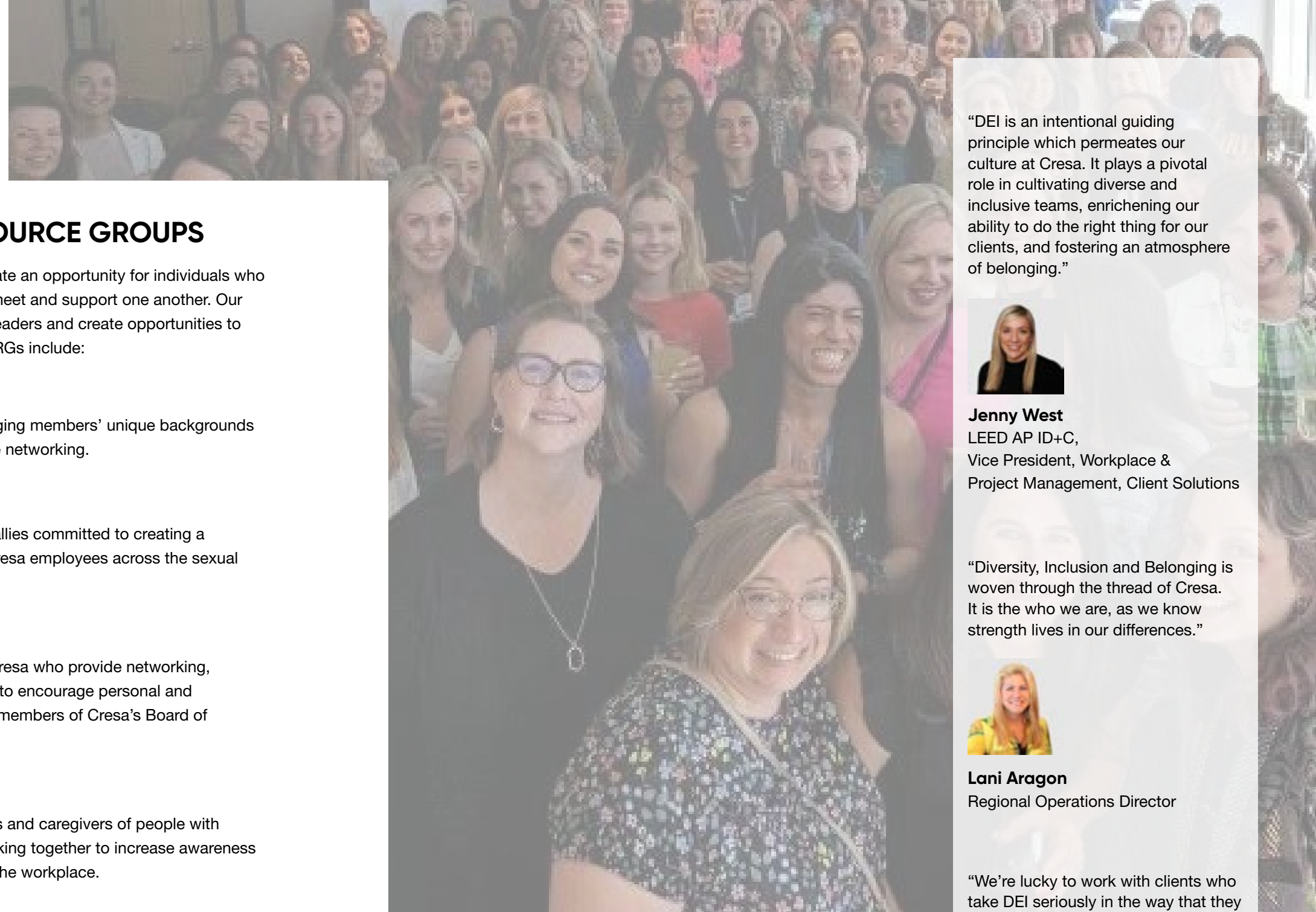
The 2023 Diversity, Inclusion and Belonging Annual Report keeps us accountable and promotes transparency as we continue to learn and find new ways to honor and leverage divergent human experiences.

CHAMPIONING DIVERSITY: CHANGE BEGINS AT THE TOP

Our executive team is personally committed to driving diversity at Cresa. Whether weighing in on strategic hires or establishing metrics to measure the effectiveness of our programming, our leadership is ultimately responsible for eradicating any systemic barriers to equity and inclusion within the organization.

At the Heart and In the Heart of

OUR DEI EFFORTS



CRESA EMPLOYEE RESOURCE GROUPS

These voluntary, employee-led groups create an opportunity for individuals who share common identities and interests to meet and support one another. Our ERGs also help to identify future diverse leaders and create opportunities to educate on diversity-related issues. Our ERGs include:



Cresa Cultures

A multicultural community intent on leveraging members' unique backgrounds to further professional growth and facilitate networking.



Cresa PRISM

A community of LGBTQ+ employees and allies committed to creating a respectful and inclusive environment for Cresa employees across the sexual and gender spectrum.



Women of Cresa

A community of women and allies within Cresa who provide networking, mentoring and development opportunities to encourage personal and professional growth. More than half of the members of Cresa's Board of Directors are women.

Cresa Kindred

A community of employees with disabilities and caregivers of people with disabilities and special needs who are working together to increase awareness about how to support these individuals in the workplace.

"DEI is an intentional guiding principle which permeates our culture at Cresa. It plays a pivotal role in cultivating diverse and inclusive teams, enriching our ability to do the right thing for our clients, and fostering an atmosphere of belonging."



Jenny West
LEED AP ID+C,
Vice President, Workplace &
Project Management, Client Solutions

"Diversity, Inclusion and Belonging is woven through the thread of Cresa. It is the who we are, as we know strength lives in our differences."



Lani Aragon
Regional Operations Director

"We're lucky to work with clients who take DEI seriously in the way that they design their spaces, choose locations, and create synergies in their teams. This 'living lab' for innovation is what inspires our very best work."



Tricia Trester
Head of Client Solutions



CRESA'S NEWEST ERG



A community providing support for our military-connected team members, military spouses and those with military affiliations. Valor serves as a hub of inclusivity, where all can share experiences, offer guidance and extend a helping hand to those who have selflessly served our nation.

SERVING THOSE WHO HAVE SERVED US ALL

Valor will offer a range of resources and activities including:

- Offering mentorship and networking to provide career guidance and support.
- Awareness about the unique challenges and opportunities facing military families, with education on how skills gained in military service can be transferred into the commercial real estate industry.
- Help in navigating civilian work with Military Leave, and MOS conversion to the full-time civilian job force.

Diversity, Inclusion and Belonging
LEADERSHIP

“Building diverse teams and including diverse perspectives and voices is core to our talent strategy, and we need to continue to identify specific and creative ways to embed these practices in our business, such as through our summer internship program, recruiting and celebrating the success of our diverse teams members.”



Kathryn Dimars
 General Counsel, Chief HR Officer

“Ideas come from our people. If we want to have a broad base of talent and ideas, we have to make this a good home for a wide range of people.”



Tod Lickerman
 Chief Executive Officer



Cresa’s DIBS Leadership has moved to a more streamlined, efficient and measurable approach providing greater impact. ERG leaders work together across all groups to develop engaging annual programming.

DIBS EXECUTIVE COMMITTEE

LaMean Koroma
 Washington, DC

Kathryn Ditmars
 Chicago, IL

Lani Aragon
 Chicago, IL

Liz Roberts
 Chicago, IL

Richard Rhodes
 McLean, VA

Joe Rattan
 Dallas, TX

EMPLOYEE RESOURCE GROUPS

CRESA CULTURES
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 Conshohocken, PA

Mache Steed
 Washington, DC

WOMEN OF CRESA
 Brittney Lane
 Chicago, IL

Lauren Damico
 Chicago, IL

Taylor Cherry
 Charlotte, NC

CRESA PRISM
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 Toronto, ON

Joe Rattan
 Dallas, TX

CRESA KINDRED
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 Chicago, IL

Lani Aragon
 Chicago, IL

CRESA VALOR
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 Chicago, IL

Dustin Ferrell
 Chicago, IL

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2023

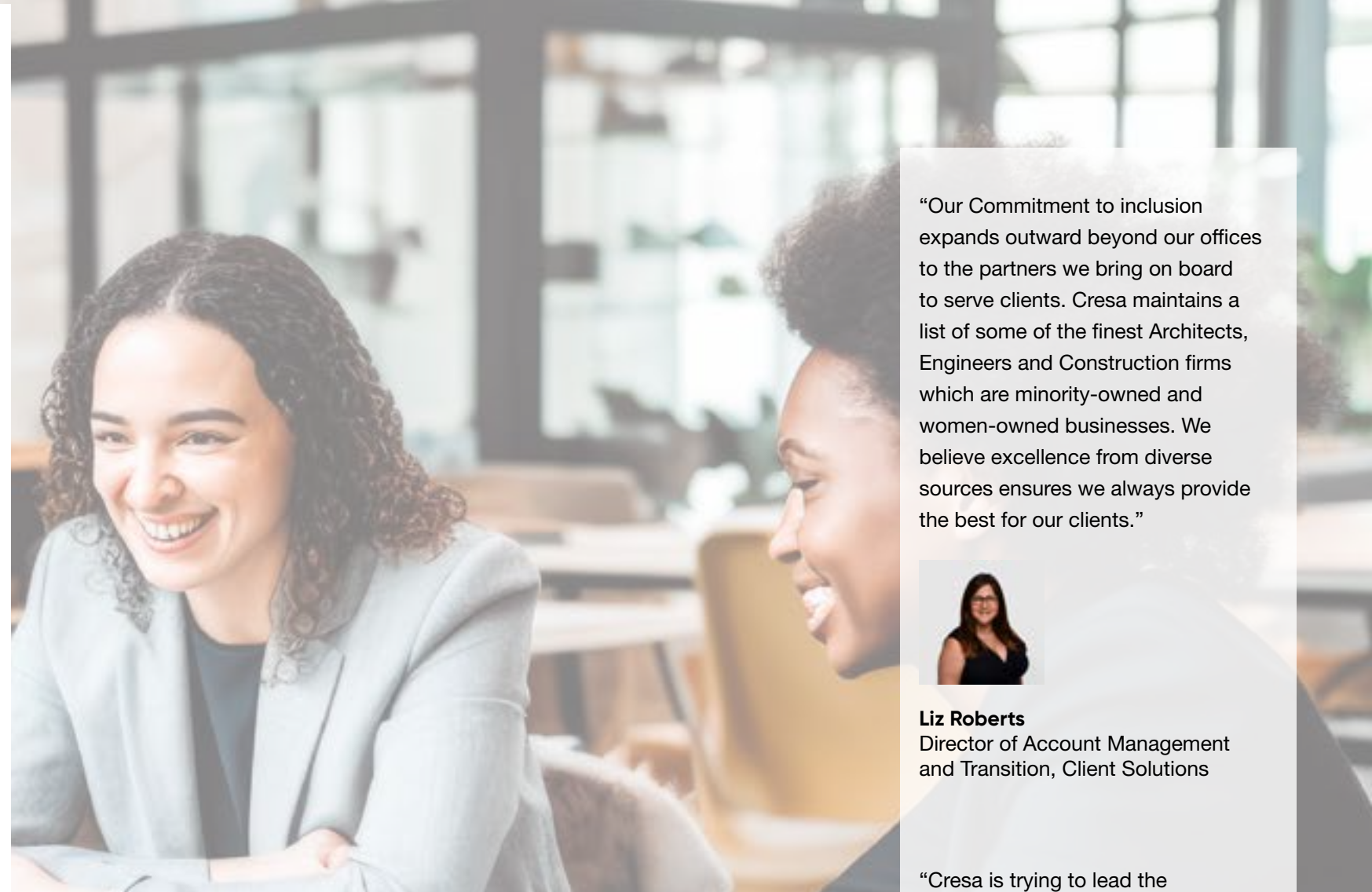
PROGRAMMING



2023 was filled with a wide range of meetings, events and celebrations. Our Spring Meeting in Atlanta, Georgia hosted a DIBS Leadership meeting and a “Women United” gathering. It also featured a DEI breakout.

Over the course of the year, we held company-wide events celebrating Black History, Hispanic History, Women’s History, PRIDE, Juneteenth and more.

Our Employee Resource Groups hosted events covering subjects including Intersectionality, Maintaining an Inclusive Workplace in Trying Times, and Tech in Commercial Real Estate.



“Our Commitment to inclusion expands outward beyond our offices to the partners we bring on board to serve clients. Cresa maintains a list of some of the finest Architects, Engineers and Construction firms which are minority-owned and women-owned businesses. We believe excellence from diverse sources ensures we always provide the best for our clients.”



Liz Roberts
Director of Account Management and Transition, Client Solutions

“Cresa is trying to lead the commercial real estate industry in intentionality. We’re the right size with the right mind set to make great strides in advancing diversity and reaching out to like-minded universities and organizations to provide opportunity. We have initiated an intern program for DIBS candidates, currently thriving in DC and four other cities, and established a list of diverse contractors and vendors for clients to consider. Cresa continues to respond to occupier needs and desires.”



Richard Rhodes
Managing Principal

ONGOING AND NEW PROGRAMS IN 2023 INCLUDED:

DIBSPACE Newsletter

Our DIBS-devoted newsletter was created to cover a wide range of topics and bring a larger number of people into the thought leadership arena. Its sections encompass updates on Employee Resource Groups (ERGs), highlights of Community Service Initiatives across the organization, coverage of current events related to Diversity, Inclusion, and Belonging, as well as curated recommendations for furthering understanding through literature, visual media, and educational resources on the significance of inclusivity.

Random Coffee

A monthly opt-in program that pairs Cresa employees for a half-hour “coffee” meeting. This has been a great way to create water cooler moments, connecting people across North America, departments and just down the hall.

Thought Leadership

We are always generating new content and thoughtful consideration on topics such as: Gender Neutral Restrooms, Advise from Three Women in CRE, Cresa’s Baby Boomers Weigh In, Neurodiverse Employees and Hybrid Work Solutions, From Mission Planning to Project Management and more.

Supplier Diversity Guide

In an effort to increase the use of minority-, disadvantaged-, veteran-, and woman-owned suppliers and vendors among Cresa clients, DIBS has created a Supplier Diversity Guide. This guide will include everything from general contractors to furniture and flooring vendors and everything between.

Our WORK CONTINUES

“Cresa is always looking for new and exceptional talent. We have realized that many such individuals may not have commercial real estate as an apparent career path. **Cresa is looking to build new bridges to increase awareness of our industry and company.** We are reaching out to HBCUs across the country, looking for partners to build programs which will benefit both students and faculty, and to provide access to our Summer Internship Program (SIP). We are excited to watch this program develop and grow.”



LaMean Koroma
Senior Vice President

OUR COMMITMENT TO FURTHERING WOMEN AND INCREASING DIVERSITY

As a part of our Diversity, Inclusion and Belonging efforts, Cresa CEO, Tod Lickerman, is a signator to the CREW Network CRE Pledge for Action and the CEO Action for Diversity and Inclusion.

CRESA DEVELOPMENT & ENRICHMENT ASSOCIATE CAREER LEADERSHIP (CAREER PATHWAYS) PROGRAM

This advisor development program provides baseline compensation to new advisors, attracting a more diverse group of candidates to the field of brokerage where compensation is predominately commission-based. By eliminating the financial risk associated with this profession, we remove a major barrier for many potential candidates

LOOKING TO THE FUTURE

Cresa Summer Internship Program

According to a 2023 report (Inspirus), more than 75% consider DEI (Diversity, Equity, and Inclusion) one of their top priorities when making decisions about jobs or companies. Cresa is launching our new Summer Internship Program (SIP) in 2024, aiming to increase our organization’s diversity and bring greater awareness of the Commercial Real Estate industry to a new generation of CRE professionals.

University Outreach Program

To create a larger pipeline of diverse talent, including a pathway into our new corporate internship program, Cresa is collaborating with HBCU’s (Historically Black Colleges and Universities) Deans to develop programming to support their schools of business and introduce students to Commercial Real Estate as a robust career option.



“One person does not determine culture; it is about the collective experience.”

Angela Roseboro, Chief Diversity, Equity and Inclusion Officer, Toast and Cresa Board member

BROADENING OUR PERSPECTIVE

THINKING BEYOND RACE AND GENDER

As we look to the future, our perspective on diversity continues to broaden, expanding beyond race and gender to include less visible forms of inequity such as income, education, ability, religious beliefs, sexual orientation, family status and more.

In order to see our employees and clients more holistically, we must also honor the way an individual’s social identities overlap. Incorporate intersectionality is central to our diversity and inclusion efforts and we will continue to adapt and explore new approaches throughout our journey.



THINK BEYOND SPACE.

DIBS EXECUTIVE OVERVIEW

Cresa’s commitment to Diversity, Inclusion and Belonging grows out of our founding vision to “Do the Right Thing.”

The work is supported by our senior leadership, and the DIBs Executive Committee along with the leadership and volunteers in our Employee Resource Groups (ERGs): Cresa Cultures, Women of Cresa, Cresa PRISM, Cresa Kindred and Cresa Valor. Programs are developed through thoughtful consideration for our needs and our people. Cresa strives to create the finest corporate culture reflecting the clients and communities we serve. Our programming will help us to attract and retain the best talent and set us up for future success. True strength is achieved when people know they are valued and empowered.

Cresa’s commitment to this work and culture will help maintain our standing as the world’s largest commercial real estate firm devoted solely to occupiers, and will make us the best place to find career success and growth in the commercial real estate industry.

Please visit us at cresa.com for more information.

2023 DIVERSITY, EQUITY & INCLUSION HIGHLIGHTS

50%

OF EXECUTIVE LEADERSHIP IDENTIFY AS FEMALE

27%

OF BOARD OF DIRECTORS ARE DIVERSE

32%

OF NEW HIRES WERE DIVERSE

45%

OF NEW HIRES IDENTIFY AS FEMALE

5

ACTIVE EMPLOYEE RESOURCE GROUPS (ERG)

10

ERG VIRTUAL EVENTS HELD COMPANY-WIDE

DIBSPACE

NEWSLETTER & EMPLOYEE SPOTLIGHT PROGRAM HIGHLIGHTING DIVERSITY

CREW CRE PLEDGE

COMMITMENT TO SUPPORTING WOMEN IN REAL ESTATE

EDUCATION

DIBS PANEL AND OTHER PROGRAMMING FEATURED AT CRESA SPRING MEETING

CAREER PATHWAYS

ON-GOING PROGRAMS ESTABLISHED

FAMILY SUPPORT

PATERNAL LEAVE AND OTHER PROGRAMS ESTABLISHED

UNCONCIOUS BIAS

COMPANY-WIDE TRAINING